

Message Text

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ACTION IO-13

INFO OCT-01 IOE-00 ISO-00 CU-02 CIAE-00 INR-07 NSAE-00

SS-15 SP-02 NSC-05 L-03 H-02 OMB-01 TRSE-00 OIC-02

AF-08 ARA-06 EA-07 EUR-12 NEA-10 ABF-01 /097 W

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P 281650Z APR 76

FM AMEMBASSY PARIS

TO SECSTATE WASHDC PRIORITY 307

LIMITED OFFICIAL USE SECTION 1 OF 2 PARIS 12371

NESCO

E.O. 11652: N/A

TAGS: AORG, OCON, UNESCO

SUBJECT: FINANCE AND ADMINISTRATIVE ITEMS TO BE DISCUSSED

DURING UNESCO'S 99TH EXECUTIVE BOARD SESSION:

ANALYSIS AND RECOMMENDATIONS

REF: PARIS 8141

1. THIS CABLE IDENTIFIES AGENDA ITEMS, OTHER THAN THOSE
ANALYSED IN REFTEL, TO BE DISCUSSED IN FINANCE AND
ADMINISTRATIVE COMMISSION AT SUBJECT SESSION ON WHICH
DEPARTMENT'S GUIDANCE AND INSTRUCTIONS ARE REQUESTED

2. ITEM 8.2. PROPOSED TRANSFERS WITHIN 1975-1976
BUDGET. DOES DEPARTMENT CONCUR THAT PERMDEL SUPPORT DR
CONTAINED IN PARA 5 OF DOCUMENT 99 EX/37?

3. ITEM 8.4. REPORT ON COMPUTER SERVICES. NO ACTION
REQUIRED.

4. ITEM 8.5. ACCEPTANCE OF GIFTS, BEQUESTS AND
SUBVENTIONS AND REPORT ON ESTABLISHMENT AND CLOSURE OF
TRUST FUNDS, RESERVES AND SPECIAL ACCOUNTS. PERMDEL
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RECOMMENDS SUPPORTING DR CONTAINED PARA 6, PAGE 2 AND 3,

OF 99 EX/41, BUT SEEKS CONCURRENCE.

5. ITEM 8.6. SUBMISSION OF ANNUAL REPORT (1975) OF
INTERNATIONAL CIVIL SERVICE COMMISSION. IN VIEW OF
SEVEN PART SUMMARY AND ANNEX I AND II INFO, RECOMMEND
SUPPORTING DECISION CONTAINED IN PARA 11, PAGE 3, OF DOC
99 EX/42.

6. ITEM 8.7. REPORT OF DG ON IMPLEMENTATION OF LONG-
TERM RECRUITMENT PLAN. ATTAINMENT OF TARGETS FORESEEN IN
1975 PLAN HAS BEEN IMPAIRED DUE TO UNESCO'S FINANCIAL
SITUATION, PARTICULARLY U.S. NON-PAYMENT. IF ANY
STATEMENT MADE, BELIEVE IT SHOULD INCLUDE RECOGNITION
THATH, DESPITE PREVAILING FINANCIAL SITUATION, U.S. IS
PLEASED SOME IMPROVEMENT AMONG REGIONAL GROUPS HAS BEEN
POSSIBLE AND HOPES IN FUTURE THIS TREND WILL CONTINUE FOR
ALL REGIONAL GROUPS.

7. ITEM 8.8. GEOGRAPHICAL DISTRIBUTION OF POSTS WITHIN
SECRETARIAT. DOCUMENT 99 EX/44 AND ITS ANNEXES REVIEWS
EVOLUTION OF GEORGRAPHICAL DISTRIBUTION SINCE 1960,
COMPARES PERSONNEL SITUATION AS IT EXITED 1 JULY 1975
AND 1 MARCH 1976, AND CITES FACTORS (READ FINANCIAL
SITUATION) INFLUENCING HIRING IN CURRENT BIENNIIUM. CALL
TO YOUR ATTENTION PARA 20, WHEREIN DG SAYS THAT FOR FEW
POSTS FALLING VACANT FOR REST OF 1976, HE WILL ENDEAVOR
TO ACCORD PRIORITY TO CANDIDATES FROM UNREPRESENTED
STATES OR STATES HAVING ONLY ONE NATIONAL IN SECRETARIAT
(BEARING IN MIND IMPORTANCE OF EFFICIENCY, PERSON'S
QUALIFICATIONS AND INTEGRITY, POINTS WHICH USA HAS
STRESSED IN THE PAST). TABLES IN ANNEX ONE AND TWO SHOW
VARIOUS INCREASES AND DECREASES. FOR EXAMPLE, OF 28
APPOINTMENTS MADE BY DG SINCE 1 JULY 1975, SIX HAVE GONE
TO USSR, FOUR TO USA, BRINGING RESPECTIVE TOTALS TO 54
(USSR 44, UKRAINE 9, BYELORUSSIA 1), AND 107 AMERICANS.
OVERALL SOVIET FIGURE DOES NOT INCLUDE 11 SOVIETS IN
LINGUISTIC POST (REVISERS, TRANSLATORS, COPY PREPARERS,
ETC.) AS THESE POSTS ARE NOT SUBJECT TO GEOGRAPHICAL
DISTRIBUTION. (THEREFORE, IN EFFECT, THERE ARE 65
SOVIETS IN SECRETARIAT, SUPPORTED BY SOVIET PERMDEL STAFF
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OF 25.) IN OUR JUDGMENT, PARA 12 IS ANOTHER KEY PARA
BECAUSE IT COULD ALLOW BOARD TO PROPOSE TO 19 TH GC,
MODIFICATIONS TO CRITERIA IN FORCE. PERMDEL EXPECTS THAT
SOME MEMBER STATES, PRESENTLY IN 2 TO 3 RANGE, WILL
PROPOSE TO THIS BOARD THAT MINIMUM RANGE BE RAISED TO
3-5 LEVEL, AN ISSUE WHICH U.S. HAS OPPOSED. WELCOME
INSTRUCTIONS.

8. ITME 8.9. PENSION RIGHTS. REQUEST GUIDANCE ON DOCUMENT
99 EX/45. THIS IS THOROUGH REVIEW OF PENSION
RIGHTS SITUATION DATING BACK TO PERIOD 1947-1951. WHILE

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THERE IS NO DR OR POINTS ON WHICH TO VOTE, BELIEVE
STATEMENT SHOULD BE MADE ON U.S. POSITION TO MANY POINTS
RAISED IN THIS DOCUMENT.

9. ITEM 8.10. STUDY BY DG ON SALARY SCALE OF STAFF IN
GENERAL SERVICES CATEGORY AND PROPOSALS CONCERNING
REVISION OF FAMILY ALLOWANCES. DOCUMENT RELATING TO
THIS ITEM IS 99 EX/46 WHICH (A) REPORT ON CHANGES MADE
SINCE INTRODUCTION OF NEW SALARY SCALE ON JANUARY 1,
1975, (B) REPORTS ON DG'S STUDY OF GENERAL SERVICES
SALARIES, AND (C) PROPOSES AN INCREASE IN THE ALLOWANCE
FOR (1) A DEPENDENT SPOUSE AND (2) THE FIRST DEPENDENT
CHILD OF A STAFF MEMBER WITH NO SPOUSE. ANNEX I SHOWS A
RANGE IN GENERAL SERVICES SALARY SCALE FROM GS 1/1
(NET INCOME 31,382 FRANCS OR \$7,132.27 AT RATE OF ONE U.S.
DOLLAR EQUALS 4.40 FRANCS) TO GS 6/14 (NET 102,646 FRANCS
OR \$23,328.64). PERMDEL STRONGLY RECOMMENDS OPPOSING ANY
ADDITIONAL INCREASE IN GENERAL SERVICES SALARIES. MANY
GS PERSONNEL EARN MORE THAN PROFESSIONAL CATEGORY
PERSONNEL UP TO P-4 LEVEL. AS OF APRIL 1, 1976, THERE

ARE 1,267 GS CATEGORY UNESCO EMPLOYEES (INCLUDING NEW YORK, GENEVA AND IIEP) PLUS 46 VACANT POSTS. (ABOUT 50 PER CENT ARE IN GRADE GS-3.) OF THIS TOTAL, 735 ARE LIMITED OFFICIAL USE

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FRENCH, 221 UK, SPAIN 44 AND USA 32. ALSO, IT IS POSSIBLE TO ACQUIRE AN IMDETERMINATE CONTRACT AFTER ONLY THREE YEARS SATISFACTORY SERVICE.

10. ITEM 8.12. CONSULTATIONS IN APPLICATION OF RULE 54 OF RULES OF PROCEDURE. PLEASE SEE PARIS 10239 FOR PERMDEL ANALYSIS. UNLESS OTHERWISE INSTRUCTED, PERMDEL WILL NOT TRADE SIDES AMONG ASIAN AND LATIN CANDIDATES, BUT WILL NOTE THAT ALL SEEM BE WELL QUALIFIED AND DEFER TO DG FOR SELECTION. FYI: INDONESIAN AND JAPANESE PERM REPS HAVE APPROACHED US PERMDEL SEEKING SUPPORT FOR THEIR CANDIDATES. WE LISTENED BUT MADE NO PROMISES. END FYI.

11. ITEM 8.13. REPORT OF DG ON ACTIVITIES OF PUBLICATIONS AND AUDITORY AND VISUAL MATERIAL FUND OVER PAST DECADE. DOCUMENT 99 EX/48 NOT YET AVAILABLE.

12. ITEM 8.14. DEFICIT OF MEDICAL BENEFITS FUND.
PERMDEL DEFERS TO DEPARTMENT OFR INSTRUCTIONS THIS ITEM.

13. AS NOW SCHEDULED, ABOVE ITEMS WILL BE DISCUSSED IN COMMISSION, BEGINNING WITH ITEM 8.1 ON AFTERNOON OF MAY 17 THROUGH ITEM 8.13 AFTERNOON OF MAY 21, AND AT PLENARY AFTERNOON OF MAY 27, 1976. WELCOME ADDITIONAL INSTRUCTIONS AND COMMENTS SOONEST.

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